factory or office or in their homes, and there was a sad lack of mutual respect, understanding and consultation. Negotiating machinery in industry, as we understand it in this country, did not exist and efforts made during the first years of my term of office as Governor to persuade Managements to modernise their outlook were largely unavailing. The employers had no federation or co-ordinating authority for their labour relations and labour was leaderless. Up to 1952 there was only one Trade Union in the Colony. Then suddenly Trades Union became fashionable and everyone wanted to have these new toys, with the result that by March 1956 some twenty-five Unions had been registered, the majority of whom had been in existence for only a few months. The Trades Union leaders were mostly young men and were, without exception, inexperienced and in some cases more interested in power than they were in the proper functioning of the Unions. The Unions were mostly House Unions and in their dealings with Managements their leaders often behaved in an ill-mannered and provocative manner and conducted themselves generally like people with an inferiority complex rather out of their depth, which is precisely what they were. One thing the Union leaders had no doubt about was that they would not hesitate to make full use of their new authority. They had not long to wait. At this time strikes were very much in the air literally, with news of labour unrest a feature of practically every radio news broadcast, blared forth in the Colony eating houses and coffee shops. The atmosphere was certainly conducive to strikes, and I am afraid that many of the Trades Union leaders did not view the possibility of their advent with that concern, and indeed dismay, which they would have had they been more experienced and responsible. They had all got their toys and maybe some of the children wanted to wind them up and see what would happen.

The employers, on the other hand, were inexperienced in dealing with Trades Union and resented, often with cause, the attitude of the Trades Union officials. With the exception of the "Shipping Conference" which was composed of representatives of the shipping companies and was mainly concerned

5:Gt. Brit., Colonial Office G-3 (1947) 1949 MM1 Aden MMI

Utilities and Petrol

435 Electric light, 5 as. per unit.
Water, 4 as. per 100 gallons.
Petrol, Rs. 1.6.0 per gallon.

Rents are high and accommodation scarce. Board in an inferior hotel costs about Rs. 10 per day.

466 In the absence of a specialised Labour Department, the District
● [467 Commissioner investigates such complaints as are brought to his notice.
468] There are no trade unions. Three strikes were reported and in each case settled by raising the wages of the employees to bring them into closer relation with the rising cost of living.

The following is the more important labour legislation in force in the Colony in December, 1947.

Employment of Women, Young Persons and Children Ordinance (*No.* 20 *of* 1938)

This prohibits the employment of children under 15 years of age, and the employment of women or young persons between 15 and 18 years of age on night work or in specified occupations.

Factories Ordinance (*No.* 21 *of* 1938)

This provides for the health and safety of persons working in factories, their hours, holidays and overtime pay, and provides for the appointment of factory inspectors.

Workmen's Compensation Ordinance (*No.* 40 *of* 1939)

This provides for the free medical treatment of workmen and their compensation in the event of injury causing loss of employment or death.

Minimum Wage and Wages Regulation Ordinance (*No.* 17 *of* 1940)

This provides for fixing the minimum wages to be paid in any occupation.

Trade Unions and Trade Disputes Ordinance (*No.* 23 *of* 1942)

This legalises trade unions and makes provision for their registration and the audit of their accounts. The English law as regards "intimidation" is followed.

Contracts of Employment (*Indigenous Workers*) *Ordinance* (*No.* 45 *of* 1942)

This provides for the employment of natives of Asia or Africa and requires contracts of employment for periods over six months to be in writing and approved by an authorised officer. It provides for the repatriation of employees working in other territories.

Labour Ordinance (*No.* 6 *of* 1943)

This regulates contracts of employment, requires contracts in writing to be approved by the District Commissioner, and makes provision for deeds of apprenticeship.

There is no old age pension scheme in Aden, but small grants from a Poor Relief Fund are made to the aged destitute.

6:Gt. Brit. Colonial Office G-3 (1948) 1950 MM1 Aden MM1

433 of imported thread into cloth or dyeing and printing of imported cloth for the local market, the crushing of sesame seeds for cooking oil, the manufacture of cigarettes and the fashioning (without the potter's wheel) 463 of crude earthenware jars for storing water. At a rough estimate 5,000 men are employed in the port, 1,000 men and 200 women in the entrepôt industries, 500 men in salt manufacture and 100–200 in each of the other industries mentioned. There are, of course, numerous minor industries —garages, tailors, bakeries, production of electric light and water (Government owned), cinemas and a host of trades carried on by persons who range from substantial importers of grain to sellers of water by the 464 glass in the streets. The number of these traders is greatly in excess of 467 the real needs of the town, owing partly to the shifting nature of the population and to the chronic under-employment and poverty.

511 Wages of unskilled labour in Aden are low, partly on account of the 465 very low standard of efficiency which is the result of malnutrition, lack of education and an enervating climate, and partly to the pressure of the surplus labour from the Yemen, so close at hand.

465 During the year there was constant pressure to increase rates of wages, not because of any increase in the cost of living (which fell slightly as 467 Japanese cloth at cheaper prices became available), but because of greater 468 organisation among the employees of the three big companies who service the port, and very largely because Government employees received substantial payments in anticipation of arrears of salary from 1st January, 1946, following the visit of a Commission of Enquiry. These interim awards to Government staff were immediately followed by demands for similar bonus payments from commercial employees, backed up by strikes or the threat of strikes, and these demands were generally conceded.

468 A strike of the Anglo-Iranian Oil Company's labour in November affected the port; a few ships were oiled direct from tankers or by the 504 services of office staff, but some shipping had to be diverted to other ports. The coal and other port labour joined the strike. The strikers refused Government arbitration, and after three weeks the employers conceded the majority of the men's demands.

465 A Labour Advisory Board, on which the Government, Port Trust and other substantial employers of labour are represented, has fixed the 464 minimum rate for unskilled labour at Rs. 1.6.0 (2*s.* 2*d.*) a day, and this rate is now paid by the big firms, but casual labourers who work for Arab or other small employers, do not achieve anything like this sum, even when in regular employment, and the monthly earnings of most men are greatly reduced by irregular employment.

Skilled tradesmen are insufficient for the requirements of Aden and so can command relatively good pay—up to Rs. 100 a month (£7 10*s.*) or more. There is also competition for skilled tradesmen from the oil-fields of the Persian Gulf, where high wages are being offered.

435 Commodity prices have not varied much during the year and the following are approximate figures for December, 1948 (price control is effective for such staple articles of diet as flour, rice and sugar):

8:Gt. Brit., Colonial Office G-3 (1948) 1950 MM1 Aden MM1

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Chapter 3: Public Finance and Taxation

REVENUE AND EXPENDITURE

Statement of Revenue for 1947–48 *as compared with the Revenue of the previous years*

	1947–48 Rs.	1946–47 Rs.	1945–46 Rs.
1. Direct Taxation	37,15,064	44,33,434	59,44,407
2. Customs and Excise	25,48,427	22,18,674	18,58,189
3. Stamps and Licences	4,85,761	5,34,891	5,44,097
4. Receipts for or in aid of specific Government Services	4,88,239	7,05,990	6,34,710
5. Contribution and Local Reimbursements	2,13,131	2,15,670	2,29,917
6. Reimbursements by His Majesty's Government	2,60,007	2,57,036	2,47,027
7. Posts and Telephones	9,96,441	9,46,785	6,33,211
8. Miscellaneous	13,23,696	11,19,402	7,90,499
9. Water Supply	6,93,671	7,01,587	7,02,787
10. Electricity Supply	11,72,954	11,38,254	10,10,567
11. Land Sales	1,68,363	14,049	27,301
12. Colonial Development and Welfare Fund	46,667	—	—
TOTAL Rs.	1,21,12,421	1,22,85,772	1,26,22,712

8:Gt. Brit., Colonial Office G-3 (1951-52)1954 MM1 Aden MM1

Average rates of pay in the Building Trade

Young persons under 18	*Shs.* 3.44
Unskilled Labourers	3.13
Masons	10.73
Carpenters	10.87

The hours worked by harbour and wharf labourers are irregular, depending on the movements of shipping in the Port. The usual hours, in workshops and in the larger concerns are 48 hours per week (six days), though in the building trade a 54-hour week is common. There is little night work except that necessary for the mooring and oil bunkering of ships and the handling of cargo. Coal bunkering is not done at night. Sunday is the accepted day of rest. Paid holidays are not customary in Aden.

COST OF LIVING

An attempt was made by the Department of Economic Control to compile a cost-of-living index but it was not published because it was doubtful whether it was sufficiently reliable. A new index was then produced jointly by the Chamber of Commerce and the Township Authority and the first index figure was published on 15th July, 1952 and the second on 1st October. The figure on 1st October, 1952 showed an average rise of 20.89 points above that ruling on 1st April, 1951, and an increase in cost-of-living allowances and an adjustment to daily wages were made.

A list of some price-controlled commodities at 31st December, 1952 is given in the table on page 11.

LABOUR DEPARTMENT

The Department is still small, but work-places are as regularly visited as possible with limited staff. Particular attention is paid to the creation of better industrial relations, and to the assistance of workmen in settling their compensation claims and wage disputes. Efforts are also made to prevent the employment of children, and inspection is carried out to control the employment of women and young persons. The Labour and Welfare Officer and the Principal of the Technical College are factory inspectors, and a qualified marine steam engineer is the boiler inspector. There are no employment exchange facilities.

INDUSTRIAL RELATIONS

The work-people of the Colony have no conception of labour organisation or of collective bargaining. The only registered trade union is the Aden Harbour Pilots' Association with a membership of 11 European pilots.

The Labour Advisory Board of nominated members, employers and non-employers, met nine times during 1951–52. It has not yet proved possible to nominate any workers' representatives to the Board, owing

8:Gt. Brit., Colonial Office G-3 (1951-52)1954 MM1 Aden MM1

467 both to the absence of work-people's organisations and the lack of suitable individual representatives.

It is possible to report an improvement, especially during 1952, in industrial relations, in particular the attitude of the employers towards the Labour Department became more co-operative. Four Government departments have instituted standing committees representative of administration and employees. These committees are at various stages of development and have met with varying success. One large industrial concern has established a Works Committee and appointed a European labour officer. Trade dispute statistics are shown on page 12.

LABOUR LEGISLATION

1951

466 The Employment of Women, Young Persons and Children Ordinance (No. 20 of 1938) was amended to define clearly the application of the Ordinance to persons engaged in the coal bunkering of ships by hand.

The schedules of the Minimum Wages and Wage Regulation Ordinance (No. 17 of 1940) were amended in order to raise minimum wages.

1952

The Essential Services (Arbitration) Ordinance is a new enactment which provides that trade disputes in essential public services must be referred to an Arbitration Tribunal, whose decision shall be binding on both employers and workers.

Under the Trades Unions and Trade Disputes Ordinance (No. 23 of 1942), the Trade Unions (Registration) Rules were issued, setting out registration procedure under the Ordinance.

The Workmen's Compensation (Amendment) Ordinance extends the application of the original Ordinance to locally engaged civilian staff of departments of H.M. Government in the United Kingdom, and raises the amount of benefit to be received for injury.

Under the Minimum Wages and Wage Regulation Ordinance (No. 17 of 1940), amended schedules were issued in Government Notice No. 144 raising the minimum wages.

SAFETY, HEALTH AND WELFARE

The safety, health and welfare of workers in the Colony are protected by the provisions of Chapters 47, 53, 75 and 143 of the Laws of Aden. Standards of safety and welfare are still unfortunately low and much remains to be done in implementing existing legislation. Happily the number of industrial accidents is not high, probably in part due to the comparatively leisurely pace of production; industrial accident statistics are given on page 12. A number of the bigger employers retain the part-time services of a medical officer, the biggest local concern has a full-time medical practitioner. Organised welfare services for employees are as yet virtually unknown. A notable exception is the Aden Port Trust which has an excellent voluntary contributory medical scheme for the families of its employees: a full-time lady doctor is employed, and the scheme increases steadily in popularity.